

6160.0 - Jobs in Australia, 2011-12 to 2015-16

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Summary

Key findings

KEY FINDINGS

Jobs in Australia is a new release that provides aggregate statistics from the recently developed Linked Employer-Employee Dataset (LEED). It provides new information about filled jobs in Australia, the people who hold them, and their employers.

Jobs in Australia describes all job relationships accumulated over the course of a year. This means that job counts in this publication are higher than the estimates of filled jobs published in the quarterly Australian Labour Account, which provides a point-in-time, or stock measure. These statistics about jobs also differ from Labour Force Survey statistics, which estimate the number of people who held a job in each month.

- In 2015-16, there were 18.5 million jobs held during the year. Jobs increased by 2.7% over the four years to 2015-16, or by an average of 0.7% per year. Over this period, the number of jobs held by males grew by an average 0.4% per year and those held by females growing by an average of 1% per year.
- An average of 1.4 jobs were worked by each employed person during 2015-16, which was relatively unchanged over the period.
- There were a total of 16.5 million employee jobs held during 2015-16 and 2.0 million jobs held by owner managers of unincorporated enterprises (OMUE) in their own business.
- The Health care and social assistance industry contributed the highest proportion of employee jobs in 2015-16 and Construction contributed the highest proportion of OMUE jobs.
- Approximately 15% of employed persons were multiple job holders. This has been relatively consistent since 2011-12.
- Over 1.9 million employees were multiple job holders in 2015-16, compared with 1.8 million in 2011-12. In 2015-16, the median employment income of a multiple job holder was \$39,813 in all jobs, in comparison to single job holders who received \$48,028.
- The highest proportion of multiple job holders worked their highest earning concurrent job in the Health care and social assistance industry.
- In 2015-16, 12.5 million jobs were held by residents of capital city regions, and 5.9 million jobs were held in areas outside the greater capital cities.
- Median employment income per person was \$54,999 for males and \$39,356 for females. Employment income was higher for those with an employee job than for those with only an OMUE job, reflecting the nature of some OMUE jobs and also the reporting of a net loss of employment income by some OMUEs.
- Most employee jobs were held for the full duration of the year (64%). The next most common job duration was for those held for less than 3 months of the year (14%).
- The median income per employee job was \$34,649 for males and \$22,406 for females. When adjusted for the duration of the job, this rose to \$52,589 for males and \$34,681 for females.
- The Australian Capital Territory maintained the highest median income per job, which was \$34,490 in 2015-16.
- All states and territories recorded higher median employee income in their greater capital city area in comparison to the rest of state or territory.

Jobs in Australia analysis

INTRODUCTION

Jobs in Australia provides aggregate statistics from the recently developed Linked Employer-Employee Dataset (LEED). It provides new information about filled jobs in Australia, the people who hold them, and their employers.

A job is a relationship between an employed person and an employing enterprise. This can be a relationship between an employee and an employer or between an owner manager of an unincorporated enterprise (OMUE) and their own enterprise.

A person can have a number of jobs throughout the year, and some jobs will be held concurrently with others. Jobs in Australia describes all job relationships accumulated over the course of a year. This means that job counts in this publication are higher than the estimates of filled jobs published in the quarterly Australian Labour Account, which provides a point-in-time, or stock measure. These statistics about jobs also differ from Labour Force Survey statistics, which estimate the number of people who held a job in each month.

Median employment income per job is based on all filled jobs during the reference year. This includes jobs of short duration such as jobs worked over the holiday period and seasonal agricultural jobs. This means that the median employment income per job in this publication is quite low when compared to other employment income information. The inability to differentiate part-time and full-time jobs also has an impact.

The ABS acknowledges the continuing support of the Australian Tax Office (ATO) in compiling these statistics, which provide fresh new annual insights into the Australian labour market.

OVERVIEW

In 2015-16, 13.3 million people held a job in Australia at some point during the year, totalling 18.5 million jobs.

Of these, 16.5 million were employee jobs and 2.0 million were OMUE jobs. Of the employee jobs, 77% were private sector jobs.

Approximately half of all jobs held in 2015-16 were with employers with fewer than 200 employees (9.2 million jobs), with small businesses (less than 20 employees) contributing 5.2 million of these. Large businesses (with 200 or more employees) provided 7.5 million jobs.

Close to three out of every four employed people held only one job during the year. These people had higher median total employment incomes than people who held more than one job over the course of the year. The median total employment income for those with only one job was \$48,344, compared to \$44,531 for people who held two jobs during the year.

In 2015-16, of the occupations recorded in the dataset, the most common were Professionals (18%) and Clerical and administrative workers (11%). The least common were Machinery operators and drivers (5%), and Sales workers (7%).

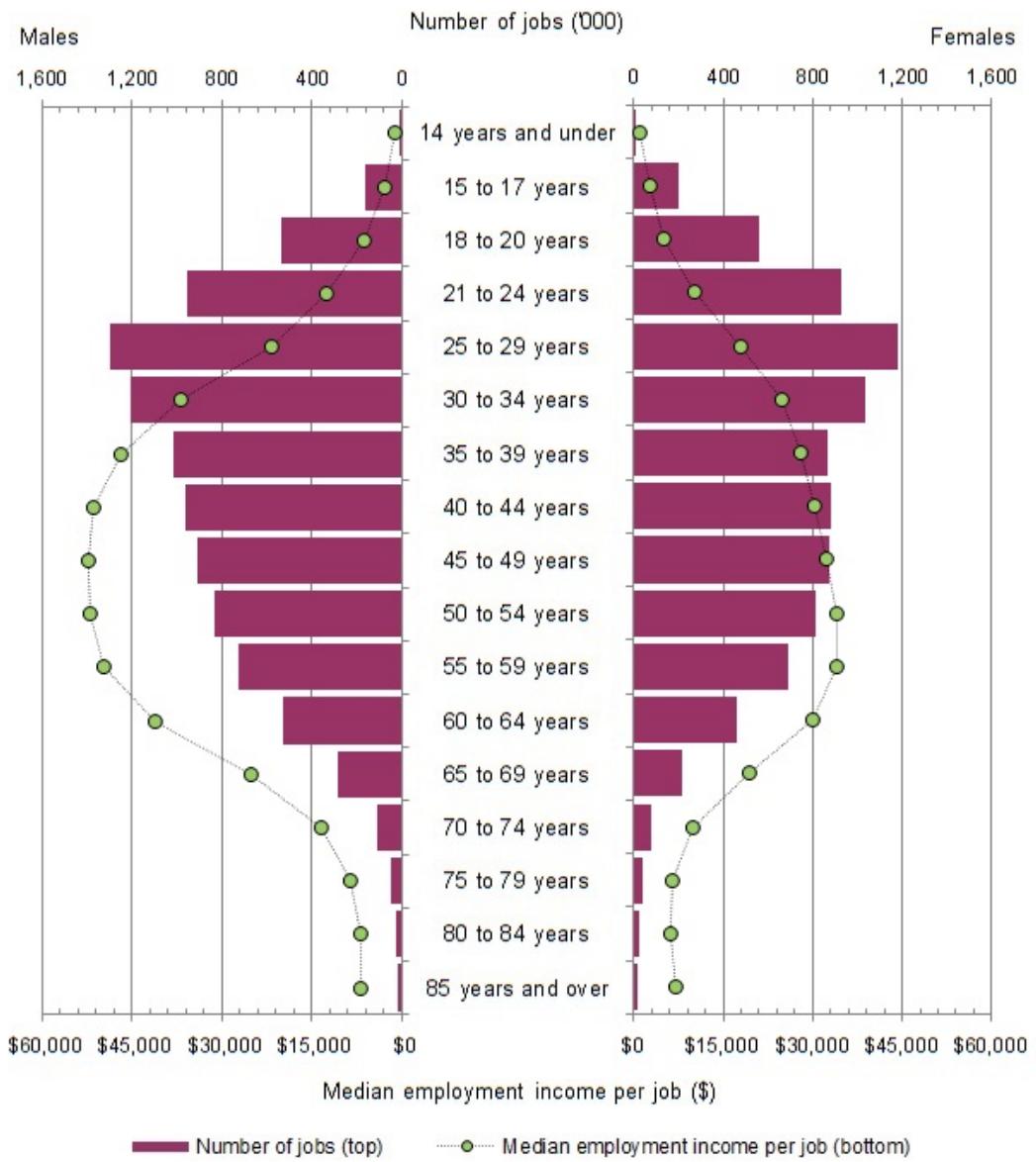
The highest number of employee jobs were held by people in the 25 to 29 year age group (2.3 million jobs), of which 52% were held by males and 48% by females. OMUE jobs were most commonly held by older workers, with the highest numbers in the 50 to 54 year age group.

The median employee income per job was \$27,494 for all persons, \$34,649 for males, and \$22,406 for females. After adjusting for the duration of the job, in 2015-16, the median employee income per job was \$43,003 for all persons, \$52,589 for males, and \$34,681 for females. It is important to note that this adjustment focused on duration as a measure of elapsed time, and not the total hours worked, which are not currently collected in tax data.

The age group with the highest median employee income per job was 50 to 54 years at \$46,816. Although there were similar numbers of males and females in this age group, the high median employee income in this cohort was driven primarily by males (\$59,630, compared to females at \$37,797). When adjusted for job duration, both the 40 to 44 years and 45 to 49 years age groups had higher median employee incomes (\$57,973 and \$57,364 respectively) than the 50 to 54 years group (\$56,740). This difference is partly due to higher job-mobility in these younger age groups.

Figure 1 shows the breakdown of jobs and median employment income per job by the age group and sex of the job holder. In 2015-16 and earlier years, the median employment income for jobs held by males has tended to peak more sharply at younger ages than it has for females; however, the decline in income per job experienced by older job holders is similar for males and females.

FIGURE 1: NUMBER OF JOBS AND MEDIAN EMPLOYMENT INCOME PER JOB, by age of job holder, 2015-16.



MULTIPLE JOB HOLDERS

A multiple job holder is a person who held more than one employee job concurrently during the year. In 2015-16, approximately 15% of employed persons were multiple job holders, which has been steady over recent years.

Of the 1.9 million multiple job holders, 54% were female and most lived in capital city regions (67%).

Most multiple job holders held only two concurrent jobs at any point in 2015-16 (81%), although close to 5% held four or more jobs at the same time, as shown in Figure 2.

The median total employment income of multiple job holders was \$39,813. Those with a maximum of two concurrent jobs recorded a median employment income of \$40,570, while people with 3 jobs and 4 or more jobs had lower median employment incomes (\$36,791 and \$37,706 respectively).

The highest proportion of multiple job holders worked their first concurrent job in the Health care and social

assistance industry (14%), and almost four out of every five of these workers were female. The Administrative and support services industry contributed the largest share of second concurrent jobs (14%), with these being shared by male and female multiple job holders more evenly (57% males and 43% females).

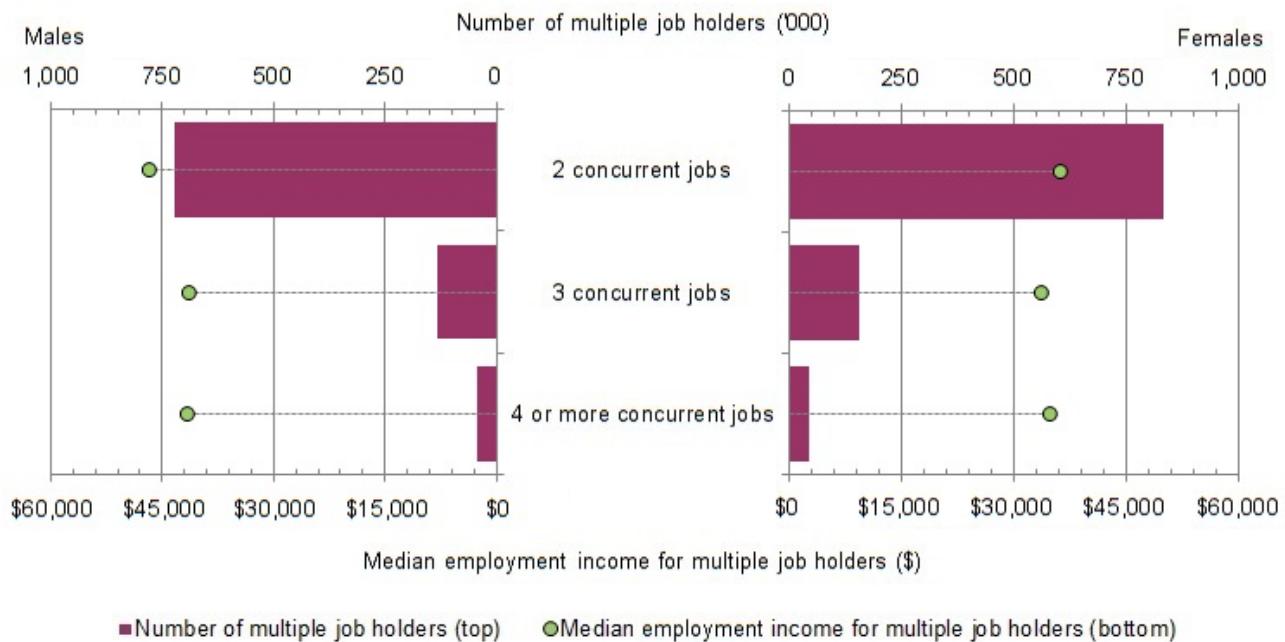
The top three industries employing female multiple job holders in their first concurrent job were Health care and social assistance (220,000 female multiple job holders), Education and training (151,900), and Retail trade (117,400).

The top three industries employing male multiple job holders in their first concurrent job were Administrative and support services (116,300 male multiple job holders), Construction (101,500), and Accommodation and food services (83,000).

The highest median employee incomes for first concurrent jobs were in Mining (\$68,868), followed by Electricity, gas, water and waste services (\$47,232). The Mining industry also recorded the highest median employee income for second jobs (\$9,315), while Construction paid the second highest (\$6,876).

The lowest median employee incomes for first concurrent jobs were in Accommodation and food services (\$13,360), closely followed by Agriculture, forestry and fishing (\$13,460). The same industries had the lowest median employee incomes for second jobs, at \$3,082 and \$3,187 respectively.

FIGURE 2: NUMBER OF MULTIPLE JOB HOLDERS AND EMPLOYMENT INCOME IN ALL JOBS, by sex, 2015-16.



INDUSTRY OF JOBS

The Health care and social assistance industry provided the highest proportion of jobs, contributing approximately 10% of all jobs in 2015-16, which has been relatively consistent over recent years. Of the 1.9 million jobs within Health care and social assistance, 79% were held by females.

The next highest proportions of jobs were in Retail trade (9%) and Administrative and support services (8%), as shown in Figure 3.

Of the 9.6 million jobs held by males, the top three industries were Construction (11%), Administrative and support services (9%), and Manufacturing (8%), while the lowest were Electricity, gas, water and waste services (1.0%), Information media and telecommunications (1.6%), and Arts and recreation services (162,600 jobs, 1.7%).

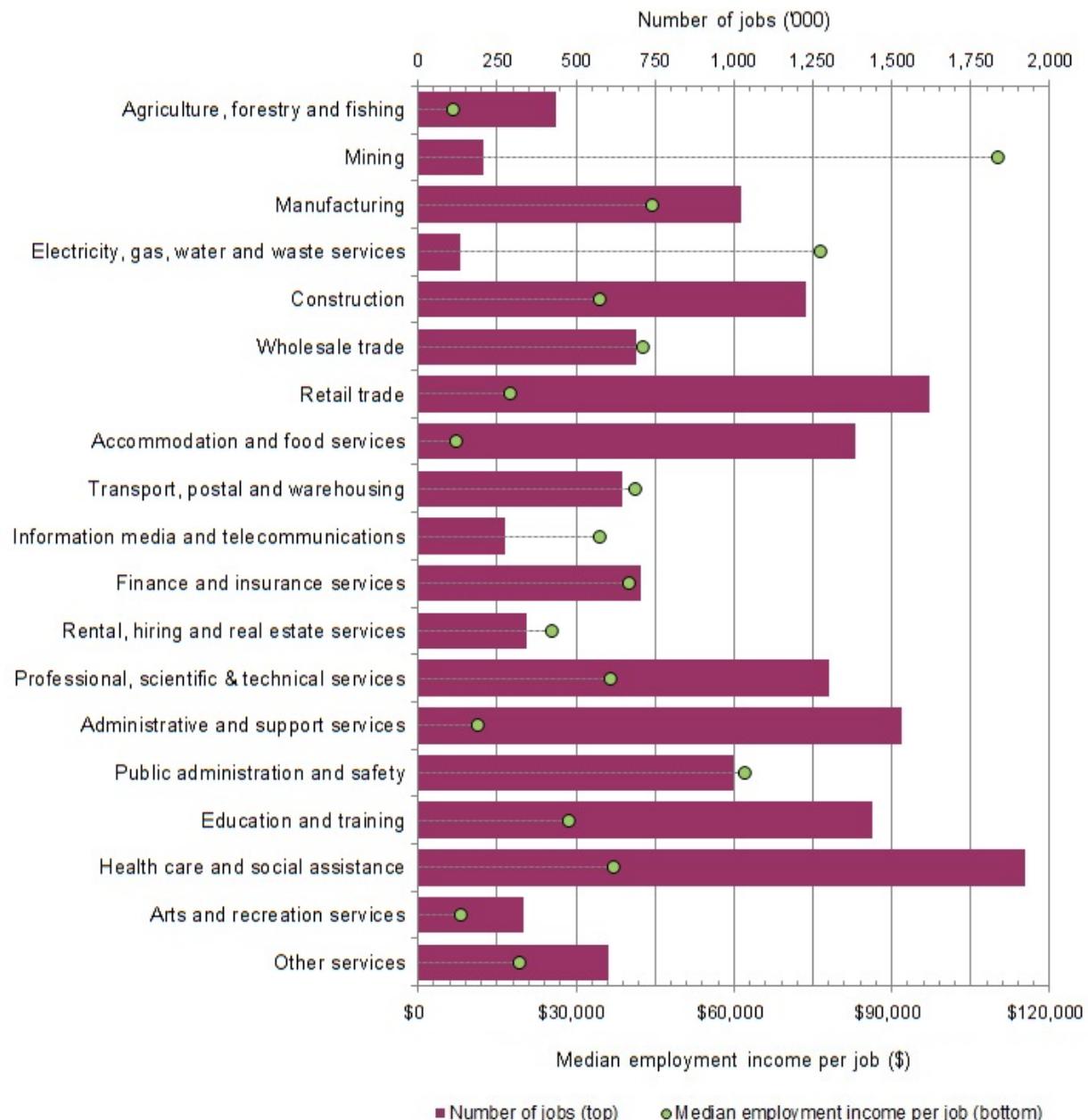
Of the 8.9 million jobs held by females, after the Health care and social assistance industry (which accounted for 17% of jobs held by females), the top industries were Education and training (11%) and Retail trade (10%). The lowest were Electricity, gas, water and waste services (0.4%), Mining (0.4%), and

Information media and telecommunications (1.3%).

Employee jobs in the Mining industry had the highest median employee income (\$110,386), followed by Electricity, gas, water and waste services (\$77,161), and Public administration and safety (\$62,292). The lowest per job median employee incomes were in Agriculture, forestry and fishing industry (\$6,906), followed by Accommodation and food services (\$7,293) and Arts and recreation services (\$8,847).

After adjusting for job duration, the top three industries maintained their ranking for median employee income per job; however, industries with the lowest median incomes changed slightly. Duration adjusted median incomes ranked Accommodation and food services lowest (\$15,681), closely followed by Arts and recreation services (\$15,702), and Agriculture, forestry and fishing (\$25,000).

FIGURE 3: NUMBER OF JOBS AND MEDIAN EMPLOYMENT INCOME PER JOB, by industry of main job, 2015-16



The LEED enables detailed analysis of jobs held in industries across 2,288 statistical area level 2 (SA2) regions.

The region with the highest number of mining jobs in 2015-16 was Mount Isa, with residents working in 2,900 jobs, followed by the residents of Perth City (2,800), which likely reflects the usual residence of fly-in fly-out workers, and residents of Kalgoorlie (2,100). Total mining jobs in these regions decreased by 9% since 2014-15 and by 14% over the five year period.

Residents of three neighbouring regions in south-east Melbourne held the highest numbers of manufacturing jobs: Dandenong (3,000), Hampton Park - Lynbrook (2,800), and Keysborough (2,600).

Residents of two Western Australian regions also topped the list for the number of construction jobs in 2015-16: Baldivis (3,200) and Perth City (3,100), though both of these were down slightly from 2014-15 levels.

People in the Sydney - Haymarket - The Rocks region worked the highest number of jobs in the Accommodation and food services (11,600), Administrative and support services (8,400) and Retail trade (2,800) industries in Australia in 2015-16. In this area, the total number of jobs contributed by these industries increased by 12% since 2011-12.

The highest number of jobs in the Education and training industry were held by people living in Armidale (3,500), in northern New South Wales, and Brunswick (3,500), in inner-city Melbourne.

The highest number of jobs in the Health care and social assistance industry were held by people living in Richmond in inner suburban Melbourne (2,900), Port Macquarie – East, on the mid-north coast of New South Wales (2,800) and Ellenbrook, in the outer suburbs of Perth (2,800).

JOBS BY REGION

In 2015-16, more than 12.5 million jobs were held by residents of greater capital city regions, with 3.9 million of them in the greater Sydney area.

Table 1 shows the five regions with the highest number of jobs in each state and territory. The highest number of jobs were held by residents of Sydney - Haymarket - The Rocks (48,600), Perth City (46,300) and Melbourne (39,500), which reflects the high population density in these regions.

Table 2 shows the regions with the highest ratio of jobs to population in each state and territory. The three regions with the highest number of jobs per person, which takes accounts of all of the individual jobs worked through the year compared to the population, were all in the Northern Territory. Woolner – Bayview – Winnellie topping the list at 2 jobs per person, followed by the neighbouring regions of Darwin City and Charles Darwin. High ratios can indicate high levels of labour mobility and churn, high employment levels, and high rates of multiple job holding.

TABLE 1: SA2 REGIONS WITH THE HIGHEST NUMBER OF JOBS, for each state and territory, 2015-16

NEW SOUTH WALES	VICTORIA	QUEENSLAND	SOUTH AUSTRALIA
Sydney – Haymarket – The Rocks 48,600	Melbourne 39,500	Upper Coomera – Willow Vale 25,400	Plympton 19,000
Waterloo - Beaconsfield 30,800	Richmond 32,700	Surfers Paradise 24,500	Unley – Parkside 16,300
Potts Point – Woolloomooloo 27,100	St Kilda 32,600	North Lakes – Mango Hill 23,700	Glenelg 16,300
Parramatta – Rosehill 27,100	Brunswick 27,900	Tarneit 26,700	Northgate – Oakden – Gilles Plains 16,200
Coogee – Clovelly 26,900		Forest Lake – Doolandella 22,400	Seaford 16,000
			Jimboomba 16,500
WESTERN AUSTRALIA	TASMANIA	NORTHERN TERRITORY	AUSTRALIAN CAPITAL TERRITORY
Perth City 46,300	Sandy Bay 10,200	Darwin City 13,500	Kambah 11,900
Ellenbrook 29,000	Devonport 9,800	Katherine 10,100	Ngunnawal 9,100
Baldivis 27,200	Kingston – Huntingfield 8,300	Charles 8,300	Gordon 6,800
Rivervale – Kewdale – Cloverdale 22,800	Hobart 8,200	Humpty Doo 8,000	Harrison 6,600
Wanneroo 21,300	Kingston Beach – Blackmans Bay 7,900	Rosebery – Bellamack 6,200	Kaleen 6,300

Note: Analysis only includes areas with a population of more than 1,000 people.

TABLE 2: SA2 REGIONS WITH THE HIGHEST RATIO OF JOBS TO POPULATION, for each state and territory, 2015-16

NEW SOUTH WALES	VICTORIA	QUEENSLAND	SOUTH AUSTRALIA
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Sydney – Haymarket – The Rocks 1.6	Prahran – Windsor 1.2	Brisbane City 1.5	Naracoorte 1.0
Darlinghurst 1.3	St Kilda 1.2	Cairns City 1.3	Ceduna 1.0
Surry Hills 1.2	Abbotsford 1.1	Mackay 1.3	Renmark 1.0
Potts Point – Woolloomooloo 1.2	St Kilda East 1.0	Fortitude Valley 1.2	Penola 0.9
Bondi Beach – North Bondi 1.2	Brunswick East 1.0	Spring Hill 1.2	Clare 0.9

WESTERN AUSTRALIA	TASMANIA	NORTHERN TERRITORY	AUSTRALIAN CAPITAL TERRITORY
Perth City 1.4	Hobart 1.0	Woolner – Bayview – Winnellie	Kingston 1.1
Margaret River 1.2	Launceston 0.9	2.0	Dickson 1.0
Scarborough 1.1	West Hobart 0.9	Darwin City 1.9	Turner 1.0
Kununurra 1.0	King Island 0.9	Charles Darwin 1.8	Campbell 1.0
Victoria Park – Lathlain – Burswood 1.0	South Hobart - Fern Tree 0.9	Stuart Park 1.3	Phillip 1.0
		Palmerston – North 1.1	

Note: Analysis only includes areas with a population of more than 1,000 people. Jobs per person are calculated using population estimates sourced from Population by Age and Sex, Regions of Australia, 2016 (cat. no. 3235.0).

The Australian Capital Territory (ACT) had the highest median employee income per job in 2015-16 (\$37,710), a ranking held since 2011-12. All states and territories recorded higher median employee income per job in the greater capital city area in comparison to the rest of state or territory.

In 2015-16, the three regions with the highest median employee income per job were all in the ACT. Barton topped the list (\$62,934), followed by its neighbour, Kingston (\$61,071) and then Duntroon (\$57,679). In the previous year, Kingston topped the list, with Barton second and Ashburton, in the Pilbara region of Western Australia, in third place.

After adjusting for job duration, Ashburton topped the list in the two most recent years (\$81,083 in 2015-16 and \$83,759 in 2014-15).

Table 3 lists the five SA2 regions with highest median employee income per job within each state and territory in 2015-16.

TABLE 3: SA2 REGIONS WITH THE HIGHEST MEDIAN EMPLOYEE INCOME PER JOB, for each state and territory, 2015-16

NEW SOUTH WALES	VICTORIA	QUEENSLAND	SOUTH AUSTRALIA
St Leonards – Naremburn \$50,582	Port Melbourne \$43,998	Weipa \$53,048	Roxby Downs \$44,329
Balmain \$47,603	Newport \$39,880	Grange \$40,958	Golden Grove \$37,349
Crows Nest – Waverton \$47,406	Gowanbrae \$38,822	Wakerley \$40,729	Sheidow Park – Trott Park \$36,328
Lilyfield – Rozelle \$46,292	Point Cook – South \$37,000	Upper Kedron – Ferny Grove	Whyalla \$36,261
Cremorne – Cammeray \$45,693	Airport West \$37,000	\$40,700	Greenwith \$36,035
		Bulimba \$40,050	
WESTERN AUSTRALIA	TASMANIA	NORTHERN TERRITORY	AUSTRALIAN CAPITAL TERRITORY
Ashburton \$53,109	Old Beach – Otago \$36,123	Palmerston – North \$43,443	Barton \$62,934
North Coogee \$44,089	Howrah – Tranmere \$35,500	Lyons \$42,226	Kingston \$61,071
Roebourne \$42,088	Geilston Bay – Risdon \$35,264	Durack – Marlow Lagoon	Duntroon \$57,481
Port Hedland \$41,025	Austins Ferry – Granton \$34,966	\$41,568	Wright \$51,844
Kalgoorlie – North \$38,747	Cambridge \$33,206	Palmerston – South \$38,883	Forde \$49,323
		Rosebery – Bellamack \$38,576	

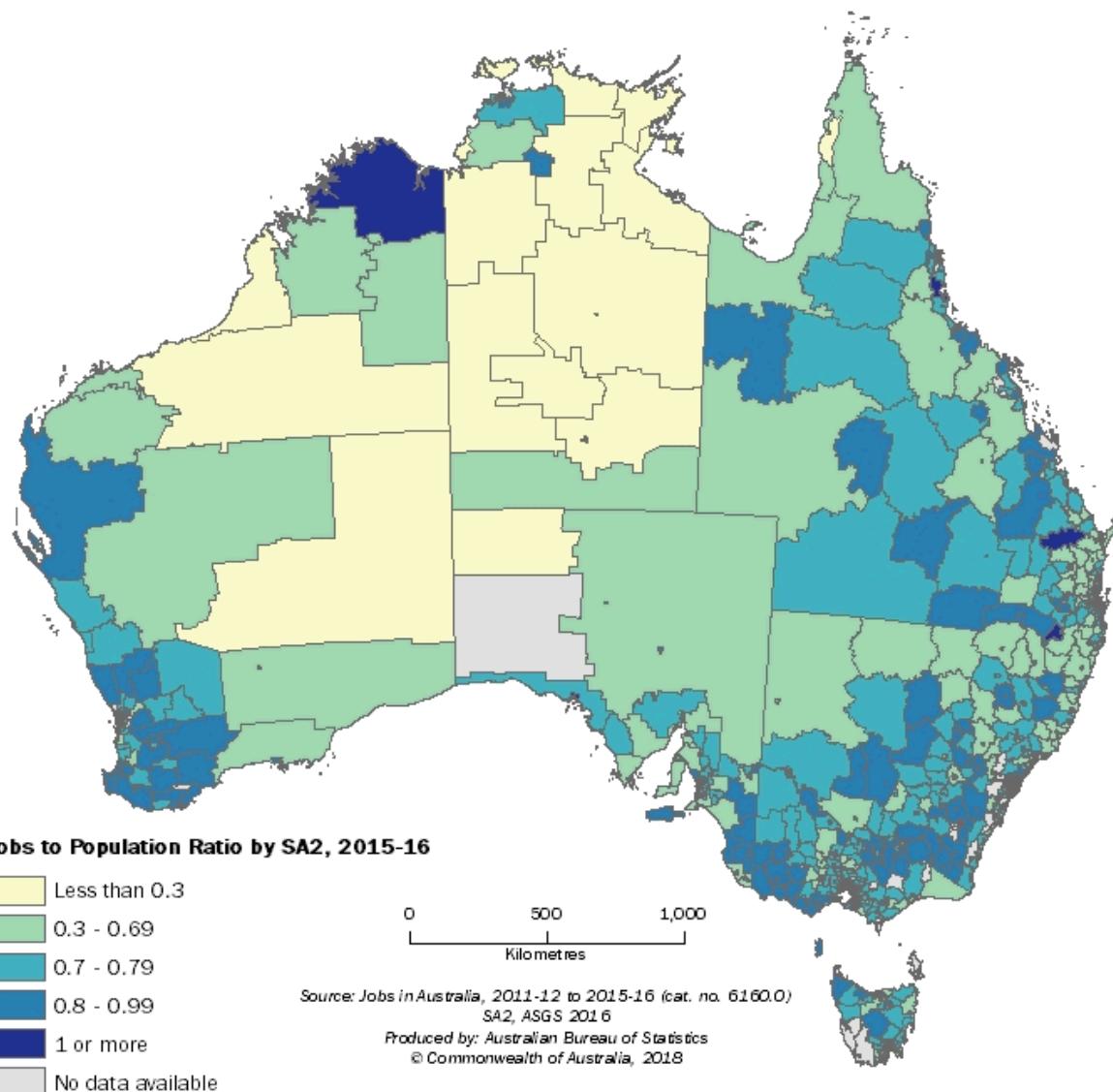
Note: Analysis only includes areas with more than 1,000 people. Median employee income per job includes income from jobs with very short duration (eg seasonal work) and income from part-time jobs. These jobs tend to have lower annual incomes and this has a downward influence on the median.

Figure 4 shows the jobs to population ratio and median employment income per job across the states and territories in 2015-16. Map 1 shows the 2015-16 jobs to population ratio for regions across Australia.

FIGURE 4: JOBS TO POPULATION RATIO AND MEDIAN EMPLOYMENT INCOME PER JOB, for each state and territory, 2015-16



MAP 1: JOBS TO POPULATION RATIO, by SA2, 2015-16



About this Release

This product uses data from the linked employer-employee database to describe jobs in Australia and the people who hold them. It includes demographic and personal income information, detailed occupation and industry of employment breakdowns, characteristics of employing businesses, and information about small geographical areas.

History of Changes

This document was added or updated on 27/11/2018.

04/04/2018

UPDATE TO GLOSSARY

Glossary has been updated to include additional terminology used in the Microdata: Jobs in Australia (6160.0.00.001) publication and the Jobs in Australia TableBuilder product.

27/11/2018

UPDATE TO DATA CUBES

Added new state and territory breakdown for multiple job holders

The following tables were added to provide information on multiple job holders by state and territory. This provides further detail to the information published previously under table 4.

- Table 4a. MULTIPLE JOB HOLDERS by selected characteristics and Sex, and by Industry of first job and Industry of second job, 2011-12 to 2015-16, New South Wales
- Table 4b. MULTIPLE JOB HOLDERS by selected characteristics and Sex, and by Industry of first job and Industry of second job, 2011-12 to 2015-16, Victoria
- Table 4c. MULTIPLE JOB HOLDERS by selected characteristics and Sex, and by Industry of first job and Industry of second job, 2011-12 to 2015-16, Queensland
- Table 4d. MULTIPLE JOB HOLDERS by selected characteristics and Sex, and by Industry of first job and Industry of second job, 2011-12 to 2015-16, South Australia
- Table 4e. MULTIPLE JOB HOLDERS by selected characteristics and Sex, and by Industry of first job and Industry of second job, 2011-12 to 2015-16, Western Australia
- Table 4f. MULTIPLE JOB HOLDERS by selected characteristics and Sex, 2011-12 to 2015-16, Tasmania
- Table 4g. MULTIPLE JOB HOLDERS by selected characteristics and Sex, 2011-12 to 2015-16, Northern Territory
- Table 4h. MULTIPLE JOB HOLDERS by selected characteristics and Sex, 2011-12 to 2015-16, Australian Capital Territory

Renamed table 4

Table 4 has been renamed to more accurately reflect the data within.

Original title: Table 4. MULTIPLE JOB HOLDERS by selected characteristics, by Regions and Sex, 2011-12 to 2015-16

New title: Table 4. MULTIPLE JOB HOLDERS by selected characteristics and Sex, and by Industry of first job, Industry of second job, and Sex, 2011-12 to 2015-16

UPDATE TO EXPLANATORY NOTES

Further information added to the 'Quality notes for selected variables', specifically detailing the 'Adjusted

employee income per job' measures.

Explanatory Notes

Explanatory notes

EXPLANATORY NOTES

INTRODUCTION

1 The purpose of this publication is to provide new information about the number and nature of filled jobs in Australia, the people who hold them, and their employers. It includes information about multiple job-holding and employment in local areas. Jobs in Australia counts all jobs held during the reference year. This complements and expands on quarterly stock estimates of filled jobs presented in the Australian Labour Account.

2 A job is a relationship between an employed person and their employing enterprise. This can be a relationship between an employee and an employer or between an owner manager of an unincorporated enterprise and their own enterprise. Owner managers of incorporated enterprises have not been identified in the underlying data and are included in the employee population.

3 The statistics in this publication are produced from a linked employer-employee dataset (LEED).

4 The LEED covers five consecutive financial years, 2011-12 through to 2015-16. All statistics in this publication are in reference to these financial years.

5 The Australian Bureau of Statistics (ABS) acknowledges the continuing support of the Australian Tax Office (ATO) in compiling these statistics.

LINKED EMPLOYER-EMPLOYEE DATASET

6 The LEED is a cross-sectional database. It is comprised of a person file, a job file, and an employer file. These are discussed in more detail below.

7 Employed persons are linked to employers via jobs. A person can have a number of jobs throughout the year with one or many employers, some of which may be held concurrently with others.

8 The LEED includes person and employer-level information provided to the ABS by the ATO and the Registrar of the Australian Business Register (ABR).

Data sources

8 The LEED includes tax data supplied by the ATO to the ABS under the *Taxation Administration Act 1953*, which requires that such data is only used for the purpose of administering the *Census and Statistics Act 1905*. Any discussion of data limitations or weaknesses is in the context of using the data for statistical purposes, and is not related to the ability of the data to support the ATO's core operational requirements.

9 The LEED also includes ABR data supplied by the Registrar to the ABS under *A New Tax System (Australian Business Number) Act 1999*, which requires that such data is only used for the purpose of carrying out functions of the ABS. Any discussion of data limitations or weaknesses is in the context of using the data for statistical purposes, and is not related to the ability of the data to support the ABR's core operational requirements.

10 The tax forms and instructions used to collect the underlying data used in this publication can be found on the ATO website. Information about business registration can be found on the ABR website.

11 LEED uses this data via the Business Longitudinal Analysis Data Environment (BLADE). BLADE combines ABS Business Register data, business tax data and information from ABS surveys with data about the use of government programs. Survey and program data are not included in the cross-sectional sub-set used in this publication. Information from the ABS business profiling process is included in BLADE and used in the compilation of LEED.

12 Legislative requirements to ensure privacy and secrecy of these data have been followed. In accordance with the *Census and Statistics Act 1905*, results have been confidentialised to ensure they are not likely to enable identification of a particular person or organisation. All personal information is handled in accordance with the Australian Privacy Principles contained in the *Privacy Act 1988*.

Scope, coverage and reference periods

13 The LEED includes information about all employers recorded in the BLADE and Australia's personal income tax data sets, regardless of their residency. It also includes all sources of income, regardless of whether the income provider resides within Australia's economic territory.

14 The LEED includes data for all persons who either submitted an individual tax return (ITR) or individuals who had a payment summary issued by an employer and then remitted to the ATO. Employees who did not submit a tax return and have not provided their Tax File Number to their employer will not appear in the LEED. Owner managers of unincorporated enterprises (OMUEs) who did not submit an ITR are also excluded.

15 The ABS receives data from the ATO approximately 16 months after the end of the financial year. This data then requires processing time to construct BLADE and to produce a coherent and clean persons dataset. These factors contribute to the long delay between the end of the financial year and the publication of statistics from the LEED.

16 Because taxation data may be submitted to the ATO after the ITR cut-off date, it may not be available at the time the ATO provides data to the ABS and is only added in future provisions. As such, annual data in the LEED can become more complete over time. This is estimated to have a slightly greater impact on the self-employed population than on the larger employee and employer populations, and a negligible impact overall.

The person file

17 Each cross-sectional person file contains data for all persons who either submitted an ITR or who were identifiable on a payment summary in the reference year. Each record includes de-identified demographic and geographic data, and aggregate income information.

18 Persons are classified as either not employed or employed (11% and 89% respectively in 2015-16).

19 Employed persons may be either employees (including owner manager of incorporated enterprises (OMIEs)), owner managers of unincorporated enterprises (OMUEs), or both. In 2015-16, 76% of records on the person file were employees (including OMIEs), 7% were OMUEs, and 6% were both.

20 Employees are identified by the presence of aggregate employee income and at least one linked employee job.

21 Employees who have not submitted an ITR but who have provided their Tax File Number to their employer are imputed from PAYG payment summary data. In 2015-16, 10% of person records included imputed payment summary data. This rate decreases in earlier years as more complete ITR data becomes available.

22 OMUEs are identified by the presence of any of the own unincorporated business income types (as listed in Table 3) and a linked OMUE job.

23 Tax lodgers who are not employees or owner managers are included on the person file to support statistical analysis that requires a more complete view of the tax lodger population.

The employer file

24 The employer file contains all employers in a job relationship with someone on the person file at any point during the reference year.

25 An economic units model is used to describe the characteristics of employers and the structural relationships between related organisational units. This model defines organisations by enterprise group, type of activity, location and legal entities.

26 The ABS profiles large, complex and economically significant organisations, and structures them to accord with the economic units model. Legal entities that are under common ownership or control make up an enterprise group, and are included in the profiled population. Legal entities are usually represented by a single Australian Business Number (ABN). Enterprise groups are broken up into one or multiple type of activity units, each of which represents their economic activity within a specific industry subdivision. The remainder of ABN registrants are assumed to have simple structures and are regarded as a single legal entity. These units are known as the non-profiled population. The two populations are mutually exclusive and cover all organisations in Australia which have registered for an ABN.

27 For further information on the economic units model, refer to Australian System of National Accounts: Concepts, Sources and Methods (cat. no. 5216.0, paragraphs 4.25 to 4.37).

28 In the LEED, an employer is any legal entity in the non-profiled population that is linked to a job; and any type of activity unit in the profiled population that is linked to a job.

29 Most employers are present in BLADE, however the LEED employer population also includes unincorporated entities, which are identified in personal income tax data and are not otherwise included in BLADE or cannot be identified in BLADE. Industry and several other employer variables are not available for these unincorporated entities. Further information about missing variables is included in Table 2, below.

The jobs file

30 The jobs file is a complete list of the job relationships held at any time during the reference year.

31 The jobs file is constructed primarily from PAYG payment summary data. PAYG payment summaries describe the payments made to an individual by an employer within a financial year. Payment period start and end dates are included with this information. Conceptually, payment summary data should include most employee-employer job relationships. OMUE jobs are derived from ITR data and added to the jobs file, some of these link to businesses in BLADE.

32 In some cases a synthetic employee job record has been created based on information in the person file. This has occurred when a person has recorded wage or salary information that can not be identified in payment summary data. In 2015-16, 13% of jobs were created in this way. In some cases an employee job may not be able to be linked to an employing organisation due to recording errors or missing information.

33 A person can hold several jobs during the year, either concurrently (as a multiple job-holder) or non-concurrently. For a person who is an employee of several employers, each relationship is listed as a separate job. While a person may own and manage more than one enterprise, due to data limitations only one self-employment job can be recorded for any OMUE. In the LEED, an OMUE can hold other jobs as an employee.

34 PAYG payment summary start and end dates are used to determine the start and end of a job relationship, to identify concurrent job-holding, and to determine the duration of the job. These dates are known to have high measurement error rates, which are likely to inflate job and concurrent job counts. Some of this error may be due to misinterpretation and recording errors, but it is also expected that payroll system and report design have an influence.

35 Some treatments have been applied to address overcounts of jobs or concurrent job-holding, including:

- in cases where a person has received several PAYG payment summaries from the same employer, and the time between the end of the first payment summary and the start of the next payment summary is 31 days or less, this is counted as a single job.
- in cases where a person has received several PAYG payment summaries from different employers, they are only considered to be concurrent if they overlap by more than 31 days.
- in cases where a person has more than 10 jobs, those within the same industry sub-division are counted as a single job.

36 These treatments are aimed at minimising the impact of administrative errors while also reflecting a reasonably accurate view of differing job structures.

37 The LEED jobs file does not capture voluntary jobs and unpaid contributing family worker jobs.

LEED integration method and results

38 ABS data integration practices comply with the High Level Principles for Data Integration Involving Commonwealth Data for Statistical and Research Purposes.

39 The LEED uses deterministic integration. Jobs are linked to legal entities using ABNs.

40 Where a legal entity is part of the profiled population, the assignment of an employed person to a type of activity unit may be modelled. This occurs when the legal entity is part of an enterprise group with more than one type of activity unit. Approximately 13% of jobs fall into this category.

41 Modelled assignment to type of activity units is based on a logistic regression model developed using 2016 Census data. The model references independent variables common to both Census and personal income tax data, including sex, age, occupation, and region of usual residence. These are used to predict the industry of employment, which conceptually aligns to a type of activity unit.

42 Where an employee has multiple job relationships with the same reporting ABN in an enterprise group, each job relationship is assigned to the same type of activity unit.

43 Based on the model, each job record is assigned a probability of being in any of the type of activity units present in the employing enterprise group. Referencing these probabilities, iterative random assignment is undertaken until employment benchmarks are met. Benchmarks are based on Quarterly Business Indicators Survey (QBIS) data. Where a unit falls out of scope of QBIS, BLADE employment levels are substituted where possible, otherwise no benchmarking is done.

44 Table 1 shows the number of jobs that required modelled assignment.

TABLE 1. Jobs with modelled type of activity unit assignment

	Total job relationships (million)	Jobs in profiled population (million)	Jobs with modelled type of activity unit assignment (million)
2015-16	18.6	7.4	2.5
2014-15	18.5	7.2	2.3
2013-14	18.3	7.4	2.4
2012-13	18.3	7.4	2.3
2011-12	18.1	7.5	2.4

OUTPUTS

Missing variables

45 As a result of the linking and imputation processes in LEED, the underlying data used in Jobs in Australia statistics has very high rates of missing variables for items describing employers (such as industry). This has a significant impact on the OMUE population.

46 Missing rates for occupation codes are also very high. Occupation is only recorded in relation to wage and salary income types on a person's ITR. Therefore some employed persons do not identify an occupation on their ITR because they have no wage and salary income types. Other employed persons may not submit an ITR at all (eg those below the tax free threshold). Measurement error can also be a factor.

47 Start and end dates are not available for OMUE jobs.

48 Table 2 shows the missing rates for selected variables.

TABLE 2. Missing variables for populations

	Missing rate for employed persons (all employees and OMUEs) (%)	Missing rate for OMUEs (%)	Missing rate for employee jobs (%)	Missing for OMUE jobs (%)
Age	Less than 1%	Less than 1%	n/a	n/a
Sex	Less than 1%	Less than 1%	n/a	n/a

Usual residence (SA2)	Less than 1%	Less than 1%	(job-holder's usual residence) Less than 1%	n/a
Occupation	21%	n/a - occupation is reported in relation to a person's main employee job	n/a	n/a
Industry	n/a	n/a	4%	53%
Employer size	n/a	n/a	4%	64%
Job duration	n/a	100%	4%	100%

Quality notes for selected variables

Main job

49 In this publication, the main job held by a person is the job in which they received the highest employment income.

50 Using income or earnings to identify a person's main job differs from ABS household surveys, which define a person's main job as the job in which the most hours are usually worked.

Multiple job holders and concurrent jobs

51 In this publication, multiple job holders are persons who have two or more concurrent jobs at any point during the financial year.

52 Due to data limitations, concurrency cannot be determined for self-employment jobs and they have been excluded from concurrent job counts.

53 The tendency for employees who leave a job during the year to be retained in pay systems until the end of the financial year results in some jobs being incorrectly identified as concurrent.

Employed persons and their status in employment

54 Any person with one or more job at any point during the year is considered to be an employed person. Employed persons can be employees (including OMIEs), OMUEs, or both.

55 An employee is an employed person who holds a job with a public or private employer and receives remuneration in wages, salary, on a commission basis (with or without a retainer), tips, piece-rates, or payment in kind. Employees in this publication are identified through the receipt of any of these types of payments as recorded on an ITR or on a PAYG payment summary.

56 OMIEs have not been identified separately to employees and so are included in employee counts.

57 Attributed personal services income is also counted as employee income, however data limitations mean that employer relationships for employees with this type of income are not able to be established.

58 Employees include owner managers of incorporated enterprises. Incorporated enterprises are business entities registered as a separate legal entity to its members or owners (also known as limited liability companies). These employees cannot be separately identified in this publication.

59 OMUEs are identified through ITRs, where a person has recorded business or personal services income (other than attributed personal services income). Where the person has recorded the ABN of their unincorporated enterprise, this may be able to be linked to a BLADE record. In cases where no BLADE record is identified, an employer record is created from the information on the ITR. These records contain limited information.

Employment income

60 The conceptual definition of employment income used in this publication is a component of personal income as described in Standards for Income Variables (cat. no. 1287.0), and is based on the international standards agreed by the International Conference of Labour Statisticians which are explained in the Canberra Group Handbook on Household Income Statistics, Second Edition (2011).

61 Employment income in this publication is limited to income that is conceptually consistent with the standard, but has some limitations as a result of using administrative data. A more complete and conceptually accurate view of personal income from all sources is published in Household Income and Wealth (cat. no. 6523.0).

Table 3. Data items used to derive personal income variables in this publication

Personal income tax items	
Income from employment	
Employee income	Salary or wages (item 1). If income tax information is missing, this item is imputed from individual non-business payment summary 'gross payments' item.
	Allowances, earnings or tips (item 2). If income tax information is missing, this item is imputed from individual non-business payment summary 'total allowances' item.
	Employer lump sums (item 3). If income tax information is missing, employer lump sums and employer termination payments are imputed from individual non-business payment summary 'lump sum A and B' items.
	Employment termination payments (item 4). If income tax information is missing, employer lump sums and employer termination payments are imputed from individual non-business payment summary 'lump sum A and B' items.
	Attributed personal services income (item 9).
	Employee share schemes (item 12).
	Total reportable fringe benefits amounts (item IT1). If income tax information is missing, this item is imputed from individual non-business payment summary 'reportable fringe benefits amount' item.
	Reportable employer superannuation contributions (IT2). If income tax information is missing, this item is imputed from individual non-business payment summary 'reportable employer superannuation contributions' item.
	Assessable foreign sourced income - other net foreign employment income, exempt foreign employment income (sub-components of item 20). If income tax information is missing, this item is imputed from individual non-business payment summary 'exempt foreign employment income' item.
Own unincorporated business income	Primary production distributions and distributions from non-primary production partnerships (sub-components of item 13).
	Personal services income (item 14).
	Net income or loss from business (item 15).

Adjusted employee income per job

62 Adjusted employee income per job is a supplementary view of income per job that accounts for the length of time an employee job was held. Because many jobs are held for less than the entire financial year, per job employee income is low relative to employee income. Adjusted employee income per job is designed to partially correct this by emulating an 'annual salary' for each job.

63 For example, an employee who earns \$50,000 per year but changes jobs half way through the year may have an *employee income* of \$50,000 but a *per job employee income* of \$25,000 (for both jobs, assuming they are identical). Their *Adjusted employee income per job* will be \$50,000, which is the assumed amount each job would have paid, should the employee have held it for the entire year.

64 Adjusted employee income per job is calculated by dividing regular payments (the following items on an individual non-business payment summary: 'gross payments', 'total allowances', 'reportable fringe benefits amount', and 'reportable employer superannuation contributions') received on a per-job basis by the number of days the job was held. This figure is then multiplied by the number of days in the reference year. Irregular payments ('lump sum A and B') are then added to this figure.

65 Adjusted employee income per job is available for employee jobs only. It is not calculated for jobs held for only 1 day or for any jobs for which duration of job can not be calculated.

Occupation in main job

66 Occupation in main job is recorded for each employee in reference to their main job only. This is reported by an employee or their tax agent in relation to the occupation of the job with the highest wage or salary. The ATO code reported occupations according to the Australian and New Zealand Standard Classification of Occupations (ANZSCO) (cat. no. 1220.0) with some minor exceptions. Supplementary coding used by the ATO is subsequently concorded to ANZSCO by the ABS. Occupation in main job cannot be determined for a person who is only employed as an OMUE. In cases where the person's main job is as an OMUE but where they have one or more secondary employee jobs, occupation will refer to the main employee job.

67 Occupation is missing or unable to be determined for approximately 21% of employed persons in

2015-16, with similar levels in other years. No bias is evident at the Major Group level.

Industry

68 For employers in the non-profiled population, industry information in LEED is based on information provided by the registrant to the Australian Business Register. This is usually completed at the time of registration and may not be updated.

69 For employers in the profiled population, industry is based on information collected by the ABS. Industry is determined through the profiling process for each major activity in which a business operates and is recorded at the type of activity level. Profiling information is back and forward-cast in BLADE, and this impacts on the industry information in this publication.

Geography

70 All geographic variables are based on a person's home address as reported on their ITR form. Addresses are coded to the Australian Statistical Geography Standard.

71 If a geography variable is missing on the ITR, if possible it is imputed from the individual's most recent PAYG payment summary.

CONFIDENTIALITY

72 All personal income tax statistics were provided to LEED analysts in de-identified form with no home address or date of birth. Addresses were coded to the Australian Statistical Geography Standard and date of birth was converted to an age at 30 June of the reference year prior to data provision.

73 To minimise the risk of identifying individuals in aggregate statistics, perturbation has been applied. Perturbation involves small random adjustment of the statistics and is considered the most satisfactory technique for avoiding the release of identifiable statistics, while maximising the range of information that can be released. These adjustments have a negligible impact on the underlying pattern of the statistics. Some cells have also been suppressed due to low counts.

COHERENCE WITH OTHER ABS DATA

74 There are differences between Jobs in Australia statistics and similar statistics produced by the ABS. When compared to other ABS sources, differences in the number of jobs, the number of employed persons and median employment income in this publication may be due to:

- differences in the concepts, scope and methodology used in the LEED and those used in household and business surveys
- the LEED containing a combination of administrative data collected for taxation purposes from both individuals and businesses, whereas other ABS data sources are compiled for the explicit purpose of creating statistics
- unreported cash in hand payments, which are excluded from the LEED but may be reported in household and business surveys, and
- the LEED including employment information relating to the whole financial year, rather than at a particular point in time.

75 The job counts in this publication differ from the filled job estimates in the Australian Labour Account. Most significantly, this is due to the Labour Account being a stock measure, while the LEED includes information relating to the entire financial year. The Labour Account also differs in that it is a compiled account. Numbers of filled jobs are sourced from business and household surveys, ABS business register information, defence force information, child workers information and estimates from the ABS Labour Force Survey for contributing family workers. The LEED is also limited to paid employment that is reportable in the tax system, while the Labour Account includes some unpaid work.

76 Some changes to personal income derivations have been made since the publication of Estimates of Personal Income for Small Areas (cat. no. 6524.0.55.002), which results in minor differences between the two publications. Differences in underlying data treatments, such as outlier editing, also has a minor impact.

77 More information about the quality of Jobs in Australia statistics is included in the Quality Declaration.

POSSIBLE FUTURE ENHANCEMENTS

78 This publication is a first issue. It aims to describe the number and nature of jobs in Australia using a new, linked data source. During the development of this publication, several opportunities for future enhancements have been identified, including:

- using additional information from the ATO and the ABR to reduce the number of missing variables
- researching ways to separate multiple OMUE jobs held by the same person
- imputing missing information
- developing an employee job stock measure (eg, a monthly measure)
- researching ways to identify OMIEs separately from employees within the LEED.

FURTHER INFORMATION

79 For further information about these and other statistics, please contact the National Information and Referral Service on 1300 135 070.

Glossary

GLOSSARY

Age

Age of employed person as at 30 June of the reference year.

Annuities

See: Superannuation and annuities.

Australian Bureau of Statistics Business Register

A register of all Australian businesses and organisations maintained by the Australian Bureau of Statistics (ABS) for the purpose of producing statistical frames and business demography outputs. It contains identifying and classificatory data for each business and organisation.

Information to populate the ABS Business Register is largely sourced from the Australian Business Register.

The ABS Business Register consists of two subpopulations, the profiled population and the non-profiled population. The ABS Business Register uses an economic units model to describe the characteristics of businesses and the structural relationships between related businesses.

Australian Business Number (ABN)

A unique identifier. To be entitled to an Australian Business Number, an organisation must be one or more of the following:

- a company registered under the Corporations Act 2001
- an entity carrying on an enterprise in Australia
- a government entity
- a non-profit sub-entity for Goods and Services Tax purposes
- a superannuation fund.

A non-resident entity may be entitled to an ABN if they are carrying on an enterprise in Australia and/or, in the course of carrying on an enterprise, the entity makes sales that are connected with Australia.

Australian Business Register (ABR)

The data store containing details about businesses and organisations that have registered for an Australian Business Number. More information can be found on the ABR website.

Broad industry

The broadest grouping of industries within the Australian and New Zealand Standard Industrial Classification (ANZSIC), also referred to as industry division. There are 19 mutually exclusive industry divisions, which provide a broad overall picture of the economy.

See also: Fine industry; Industry; Industry Division; Industry Subdivision.

Business Longitudinal Analytical Data Environment (BLADE)

Combines business tax data and information from ABS surveys with data about the use of government programs. Business Longitudinal Analytical Data Environment contains data on all active businesses from 2001-02 to 2015-16, sourced from:

- Department of Industry, Innovation and Science programs
- the Australian Taxation Office
- Intellectual Property Government Open Data, produced by IP Australia
- ABS surveys, including the Business Characteristics Survey, Economic Activity Survey and the Survey of Research and Experimental Development.

Commonwealth electoral division

An Australian Electoral Commission (AEC) electoral division is an area legally prescribed for the purpose of returning one member to the House of Representatives, Australia's Federal Lower House of Parliament. The ABS approximates the AEC electoral boundaries using the Australian Statistical Geographic Standard (ASGS) boundaries for Statistical Area Level 1 (SA1).

See also: Geography; Local Government Areas; State electoral division; Statistical area level 2-4.

Concurrent job

A job that has an overlap with another job held by the same person, with the overlap being more than 31 days.

See also: Job; First concurrent job; Multiple job holders; Second concurrent job.

Contributing family workers

Persons who work without pay in an economic enterprise operated by a relative. Contributing family worker jobs are not included in this publication.

Demography

Statistical characteristics describing persons and structures of a population, such as age and sex.

Duration adjusted employee income

A supplementary view of employee income per job that accounts for the length of time an employee job was held. Duration adjusted income divides regular payments by the number of days the job was held, and then multiplies this figure by the number of days in the reference year. Jobs held for 1 day are excluded, as are any jobs where duration of job cannot be calculated.

See also: Duration of job; Employee income; Job.

Duration of job

The number of days a job was held during the financial year. This is calculated by subtracting the start date of a job from the end date. Duration cannot be determined for owner manager of unincorporated enterprise jobs or for employee jobs where start and end dates are unavailable or of insufficient accuracy.

See also: Duration adjusted employee income; Employee income; Job.

Employed person

Any person with one or more job. Employed persons in this publication can be employees, owner managers of unincorporated enterprises, or both. Employed persons are persons who have employment income in the reference year, excluding those whose employment income is made up entirely of an employment termination payment. Employed persons have one or more jobs on the job file.

Employee

Persons who work for a private or public sector employer and receive pay in the reference period in the form of wages or salaries, a commission while also receiving a retainer, tips, piece rates or payments in kind. In this publication, persons who operated their own incorporated enterprises are also included as employees.

Employee income

Employee income received for each job in the financial year. Employee income is a component of Employment income.

Employee income is available in two variants:

- Employee income per job: Employee income received in relation to each job in the financial year.
- Employee income per person: Employee income received in the financial year, from all jobs worked during that year.

See also: Income; Job.

Employee job

A job for which the occupant receives remuneration in wages, salary, payment in kind, or piece rates. This excludes self-employment jobs held by owner managers of unincorporated enterprises.

Employer

An organisation with an Australian Business Number that provides employment income to one or more people.

Employer file

Part of the linked employer-employee dataset, which lists all organisations with an active Goods and Services Tax role identified in the reference year, as listed in the Business Longitudinal Analytical Data Environment; supplemented with a list of unincorporated enterprises identified as generating self-employment income in the personal income tax dataset.

Employment income

All income received in the financial year from employment. Employment income is a summation of Employee income and Own unincorporated business income. Employment income is a component of Total income. Data items comprising Employment income are listed in Table 3 of the Explanatory Notes.

Employment income is available in two variants:

- Employment income per job: Employment income received in relation to each job in the financial year.
- Employment income per person: Employment income received by employed persons in the financial year, from all jobs worked during that year.

See also: Employee income; Non-employment income; Own unincorporated business income, Total income.

Employment size

The closing stock headcount derived from business activity statements, as presented in the Business Longitudinal Analytical Data Environment.

Employing businesses and organisations are categorised as having:

- 4 or fewer employees
- 5-19 employees
- 20-199 employees
- 200+ employees.

The employment sizes are not actual counts of linked employed persons in the underlying data, and cannot be compared to these counts. This is because the number of linked employed persons in the underlying data is a measure for the entire reference year, and not the closing stock.

End date

See: Start and end dates.

Enterprise group (EG)

A statistical unit that includes all the Australian operations of one or more legal entities under common ownership and/or control. Multiple legal entities can operate within a single enterprise group, and each enterprise group is broken up into one or more types of activity units.

Fine industry

Fine level industry breakdowns, referred to as subdivisions, groups and classes in the Australia and New Zealand Standard Industrial Classification (ANZSIC). Fine industry is designed to support detailed industry analysis.

See also: Broad industry; Industry; Industry Division; Industry Subdivision.

First concurrent job

The job with the highest employment income that is held concurrently with another job. The first concurrent job may also be the main job.

See also: Job; Multiple job holders; Second concurrent job.

Geography

All geographic information is based on a person's home address as reported on their Individual Tax Return form or a Pay As You Go payment summary. Any geography associated with a job is the residence of the employee and not the location of the business. Addresses are coded to the Australian Statistical Geography Standard, which details the Main statistical area structures, greater capital city statistical areas, State and Territory, Local government areas, State electoral division and Commonwealth electoral divisions.

For more information on statistical areas, see the Australian Statistical Geography Standard (ASGS): Volume 1 – Main Structure and Greater Capital City Statistical Areas (cat. no. 1270.0.55.001).

For more information on other structures, see the Australian Statistical Geography Standard (ASGS): Volume 3 - Non-ABS Structures (cat. no. 1270.0.55.003).

See also: Commonwealth electoral divisions; Greater capital city statistical area; Local Government Areas; State electoral division; Statistical area level 2-4.

Goods and Services Tax (GST)

A tax on most goods, services and other items sold or consumed in Australia. Most business entities are required to register for a Goods and Services Tax role with the Australian Taxation Office and report on GST collected and paid. An entity is said to have a GST role if it has registered for GST. The ABS defines

the role as active if the business has provided remittances to the ATO within the past five quarters (or three years for annual remitters), otherwise the role is inactive.

Greater capital city statistical area (GCCSA)

Greater capital city statistical areas are designed to represent the functional extent of each of the eight State and Territory capital cities. They include the people who regularly socialise, shop or work within the city, but live in the small towns and rural areas surrounding the city. GCCSAs are not bound by a minimum population size criterion. GCCSAs are built from Statistical area level 4s (SA4s).

Income

Income recorded on an Individual Tax Return or a Pay and You Go payment summary. Income items are exclusive of deductions and taxation. Income items are consistent with the definition of employment income described in Standards for Income Variables (cat. no. 1287.0).

Income is available in a number of items: Employee income; Employment income; Investment income; Non-employment income; Own unincorporated business income; Superannuation and annuities income; Total income.

Individual Tax Return (ITR)

The annual tax return submitted by individuals to the Australian Taxation Office.

Industry

A homogenous grouping of economic activities undertaken to produce goods and services. The Australian and New Zealand Standard Industrial Classification (cat. no. 1292.0) is used to classify an entity to an industry based on its dominant activity.

See also: Broad industry; Fine industry; Industry Division; Industry Subdivision.

Industry division

The broadest grouping of industries within the Australian and New Zealand Standard Industrial Classification. The main purpose of the industry division level is to provide a limited number of categories, which give a broad overall picture of the economy. There are 19 mutually exclusive divisions.

See also: Broad industry; Fine industry; Industry; Industry Subdivision.

Industry subdivision

The second broadest grouping of industries within the Australian and New Zealand Standard Industrial Classification. Industry subdivisions are built up from industry groups which, in turn, are built up from industry classes.

See also: Broad industry; Fine industry; Industry; Industry Division.

Institutional sector

Institutional sector of each employing business. This aligns with the Standard Institutional Sector Classification of Australia outlined in Standard Economic Sector Classifications of Australia (cat. no. 1218.0).

Investment income

Income received as a result of ownership of assets. It comprises returns from financial assets (interest, dividends), and from non-financial assets (rent). Investment income is a component of Non-employment income.

See also: Income; Non-employment income.

Job

A relationship between an employed person and their employing enterprise. This can be a relationship between an employee and an employer (an employee job) or between an owner manager of an unincorporated enterprise and their own enterprise (a self-employment job).

A person can have a number of jobs throughout the year, and only some jobs will be held concurrently with others. Similarly, a business can have many job relationships throughout the year, and only some of these will be held concurrently.

Job duration

See: Duration of job.

Job file

Part of the linked employer-employee dataset, which lists all jobs identified in the reference year.

Job type

Identifies the type of job. In this dataset jobs may be either employee jobs (including owner manager of incorporated enterprise (OMIE) jobs), owner managers of unincorporated enterprise (OMUE) jobs, or both. Job type is aggregated across all jobs to form the Status in employment variable.

See also: Employed person; Employee; Job; Owner manager of unincorporated enterprise; Owner manager of incorporated enterprise; Status in employment.

Labour force

The Labour Force, also referred to as the current economically active population, is the aggregate of employed and unemployed persons. This gives a measure of the number of people contributing to, or actively looking and immediately available for, the supply of labour at a point in time.

Legal entity (LE)

A unit in the ABS economic units model, and usually relates to an Australian Business Number. In this publication, the legal entity is used to represent employers in the non-profiled population.

Linked employer-employee dataset (LEED)

A linked employer-employee dataset is any dataset that integrates information about employers and their employees. The LEED used to compile this publication includes cross-sectional employer, person and job files that integrate personal income tax data with employer information from the Business Longitudinal Analytical Data Environment.

Local Government Area (LGA)

Local Government Areas are spatial units which represent the geographical areas of incorporated local government councils. LGAs are an ABS approximation of gazetted local government boundaries as defined by each State and Territory Local Government Department. The ABS approximates the officially defined boundaries with aggregations of Mesh Blocks.

LGAs cover incorporated areas of Australia only. Incorporated areas are legally designated parts of a State or Territory over which incorporated local governing bodies have responsibility. The major areas of Australia not administered by incorporated bodies are the northern parts of South Australia, all of the Australian Capital Territory and the Other Territories. These regions are identified as 'Unincorporated' in the ASGS Local Government Areas structure.

See also: Commonwealth electoral divisions; Geography; State electoral division; Statistical area level 2-4.

Main job

The main source of employment income for an employed person. This definition differs from other ABS publications such as Labour Force, Australia, and Australian Labour Account, which define the main job as the job in which a person usually works the most hours. An employed person can only have one main job.

Maximum concurrent jobs

The highest number of jobs held by a person at any one point in time. It may be different to the total jobs held during the reference year.

Median employment income per job

A mid-point measure of the employment income received as a result of a single job.

Median employment income per person

A mid-point measure of the sum of employment income received as a result of all jobs held by a person.

Microdata

Microdata are the most detailed information available and are generally individual data items from the original source or are constructed from the combination of some of the gathered variables.

Multiple job holder

An employee with two or more concurrent employee jobs at any point during the financial year. Owner manager of unincorporated enterprise jobs are excluded due to the inability to determine the start and end dates of these jobs.

See also: First concurrent job; Second concurrent job.

Non-employment income

Any income received in the financial year from sources other than employment. Non-employment income is a summation of Investment income, Superannuation and annuities income, and Other income. Non-employment income is a component of Total income.

See also: Income; Investment income; Superannuation and annuities income; Other income.

Non-profiled population

Businesses and organisations in the non-profiled population have simple structures and the Australian Business Number (ABN) unit is suitable for statistical purposes. For the non-profiled population, one ABN unit equates to one employer and can be profiled as a single entity without different types of activity units. Most employers are in this group.

See also: Profiled population.

Not published (np)

Statistic is not able to be published. This can be to protect the confidentiality of data providers or to prevent misinterpretation of statistics due to poor quality.

Occupation in main job

A collection of jobs that are sufficiently similar in their title and tasks, skill level and skill specialisation, which are grouped together for the purposes of classification. Occupation refers to Major Group as defined by the Australian and New Zealand Standard Classification of Occupations (cat. no. 1220.0) of the job which the employed person identifies as their main wage or salary job.

See also: Skill level.

Other income

Income other than employee income, own unincorporated business income, investment income and superannuation income. This includes other current receipts from sources such as child support, royalties, workers' compensation and scholarships. Other income is a component of Non-employment income.

See also: Income; Non-employment income.

Owner-manager of incorporated enterprise (OMIE)

People who work in their own incorporated enterprise, which is a business entity registered as a separate legal entity to its members or owners (may also be known as a limited liability company). In this publication, OMIEs are included in counts of employees.

Incorporated enterprises are further defined in the Standard Economic Sector Classifications of Australia (cat. no. 1218.0).

Owner-manager of unincorporated enterprise (OMUE)

A person who operates their own unincorporated enterprise, which does not possess a separate legal identity to that of its owner(s), or engages independently in a profession or trade.

OMUEs can also be referred to as self-employed. The employed population is made up of OMUEs and employees (including owner managers of incorporated enterprises).

Unincorporated enterprises are further defined in the Standard Economic Sector Classifications of Australia (cat. no. 1218.0).

Own unincorporated business income

Income from self-employment received in the financial year. Own unincorporated business income is a component of Employment income.

Own unincorporated business income is available in two variants:

- Own unincorporated business income per job: Own unincorporated business income received in relation to each job in the financial year.
- Own unincorporated business income per person: Own unincorporated business income received in the financial year, from all jobs worked during that year.

See also: Employment income; Income.

Pay As You Go (PAYG) payment summary

The annual summary provided by an employer to the Australian Taxation Office with respect to an employee, as part of the Pay As You Go taxation system. It records job level information reported by employers about the payments made to an employee, tax withheld, and the start and end dates for each job.

Person file

Part of the linked employer-employee dataset, which lists all persons who submitted an Individual Tax Return or who were provided with an individual Pay As You Go payment summary in relation to the reference year.

Profiled population

Businesses and organisations in the profiled population have large, complex structures that are not suitable for statistical purposes at the Australian Business Number level. These organisations include one or more legal entity that form an enterprise group. The enterprise group is divided up into types of activity unit which form the unit of analysis in the profiled population.

See also: Non-profiled population.

Reference year

The specific reference period (a financial year) for a statistic.

Second concurrent job

The job with the highest employment income that is held concurrently with the first concurrent job. Other concurrent jobs not held concurrently with the first concurrent job may have higher employment income.

See also: Job; First concurrent job; Multiple job holders.

Secondary job

Any job held by an employed person, other than their main job. A person can have multiple secondary jobs.

Socio-Economic Indexes for Areas (SEIFA)

Socio-Economic Indexes for Areas is a product developed by the ABS that ranks areas in Australia according to relative socio-economic advantage and disadvantage. The indexes are based on information from the five-yearly Census.

Self-employment job

A job that is held by an owner manager of an unincorporated enterprise as a result of the relationship between the owner manager and their own enterprise. Due to data limitations a person can only hold one self-employment job.

Sex

The self-reported sex of a person as recorded by the Australian Taxation Office. Binary coding to female and not female is undertaken for privacy and confidentiality purposes.

Skill level

In the Australian and New Zealand Standard Classifications of Occupations (cat. no. 1220.0), skill level is defined as a function of the range and complexity of the set of tasks performed in a particular occupation. The greater the range and complexity of the set of tasks, the greater the skill level of the occupation with skill level 1 being the highest skill level.

Skill level specifies the requirements for competent performance of occupations in the group, expressed in terms of the amount of formal education and training, previous experience and on-the-job training. Any special requirements, such as registration or licensing, are indicated in this statement. The skill level number equates to the ANZSCO skill level of the occupation.

See also: Occupation in main job.

Start and end dates

Start and end dates associated with each job as reported on individual payments summaries. These are in reference to the financial year only and do not necessarily reflect when a job was actually started or ended. For example, a job with a start date of 01 July 2015 may have been held before this date and a job with an end date of 30 June 2016 may be held after this date.

State electoral division

A state electoral district is an area legally prescribed for the purpose of returning one or more members to the State or Territory Lower Houses of Parliament, or the relevant equivalent. State electoral divisions are an ABS approximation of the respective State and Territory Electoral Commission's state electoral districts.

See also: Commonwealth electoral divisions; Geography; Local government area; Statistical area level 2-4.

Statistical area level 2 (SA2)

The smallest geographical region used in the Jobs in Australia publication. SA2s are intended to represent a community that interacts together socially and economically. They are generally designed to be within the population range 3,000 to 25,000 persons, and on average have a population of approximately 10,000 persons.

Statistical area level 3 (SA3)

Geographical areas built from whole SA2s, which are designed for statistical output purposes and to provide a regional breakdown of Australia. SA3s create a standard framework for the analysis of ABS data at the regional level that have similar regional characteristics, administrative boundaries or labour markets. They generally have populations between 30,000 and 130,000 persons.

Statistical area level 4 (SA4)

Geographical areas built from whole SA3s, which are specifically designed to reflect labour markets within each state and territory. In regional areas, SA4s tend to have lower populations (100,000 to 300,000), while in metropolitan areas, they tend to have larger populations (300,000 to 500,000).

Status in employment

Identifies the types of jobs an employed person held throughout the reference period. In this dataset employed persons may be either employees (including owner manager of incorporated enterprises (OMIEs)), owner managers of unincorporated enterprises (OMUEs), or both.

See also: Employed person; Employee; Job type; Owner manager of unincorporated enterprise; Owner manager of unincorporated enterprise.

Superannuation and annuities income

Superannuation is a long-term savings arrangement which operates primarily to provide income for retirement. Superannuation contributions from an employer are a form of employee entitlement and are therefore considered a form of income. Annuities are guaranteed regular and recurring receipts, generally from an insurance company, the right to which was purchased with a lump sum or regular contributions at some point in the past. Superannuation and annuities income is a component of Non-employment income.

See also: Income; Non-employment income.

Total jobs held during the year

The total number of jobs held by a person during the financial year. This includes jobs that were held concurrently and those that were not.

Type of Activity Unit (TAU)

The statistical unit for more significant and diverse businesses in the profiled population. A TAU is a constructed unit that can practically group and report on homogenous production activities at the industry sub-division level.

In this publication, the TAU is used to represent employers in the profiled population.

See also: Non-profiled population; Profiled population.

Type of Legal Organisation (TOLO)

All legal entities on the ABS Business Register are classified according to their type of legal organisation, of which there are three types:

- incorporated private sector entities
- unincorporated private sector entities
- public sector entities.

The type of legal organisation indicates whether a business is part of the private or public sector and the type of ownership structure. For more information see the Standard Economic Sector Classifications of Australia (cat. no. 1218.0).

Abbreviations

ABBREVIATIONS AND ACRONYMS

\$	dollars
'000	thousand
ABR	Australian Business Register
ABS	Australian Bureau of Statistics
ABSBR	Australian Bureau of Statistics Business Register
ACT	Australian Capital Territory
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASGS	Australian Statistical Geography Standard
ATO	Australian Taxation Office
Aust.	Australia
BLADE	Business Longitudinal Analytical Data Environment
cat. no.	catalogue number
EoPI	Estimates of Personal Income
ETFN	Encrypted Tax File Number
EG	Enterprise Group
excl.	excludes or excluding
Govt	Government
GCCSA	Greater Capital City Statistical Area
GST	Goods and Services Tax
ITR	Individual Tax Return
LE	Legal Entity
LEED	Linked Employer-Employee Dataset
LFS	Labour Force Survey
m	million
np	not published
no.	number
NSW	New South Wales
NT	Northern Territory
OMUE	Owner manager of unincorporated enterprise
PAYG	Pay as you go
PIT	Personal Income Tax
QBIS	Quarterly Business Indicators Survey
Qld	Queensland
SA	South Australia
SA2	Statistical Area Level 2
SA3	Statistical Area Level 3
SA4	Statistical Area Level 4
SIH	Survey of Income and Housing
SESCA	Standard Economic Sector Classifications of Australia
Tas.	Tasmania
TAU	Type of Activity Unit
TOLO	Type of Legal Organisation
TFN	Tax File Number
Unincorp.	Unincorporated
Vic.	Victoria
WA	Western Australia

Quality declaration

QUALITY DECLARATION

INSTITUTIONAL ENVIRONMENT

Data in this publication are sourced from a linked employer-employee dataset (LEED).

The LEED includes tax data supplied by the Australian Tax Office (ATO) to the Australian Bureau of

Statistics (ABS) under the *Taxation Administration Act 1953*, which requires that such data is only used for the purpose of administering the *Census and Statistics Act 1905*. Any discussion of data limitations or weaknesses is in the context of using the data for statistical purposes, and is not related to the ability of the data to support the ATO's core operational requirements.

The LEED also includes Australian Business Register (ABR) data supplied by the Registrar to the ABS under *A New Tax System (Australian Business Number) Act 1999*, which requires that such data is only used for the purpose of carrying out functions of the ABS. Any discussion of data limitations or weaknesses is in the context of using the data for statistical purposes, and is not related to the ability of the data to support the ABR's core operational requirements.

The LEED uses this data via the Business Longitudinal Analysis Data Environment (BLADE). Both the LEED and BLADE integrate Commonwealth data, and comply with the High Level Principles for Data Integration Involving Commonwealth Data for Statistical and Research Purposes.

Legislative requirements of information have been followed to ensure privacy and secrecy. In accordance with the *Census and Statistics Act 1905*, results have been confidentialised to ensure they are not likely to enable identification of a particular person or organisation.

All personal information is handled in accordance with the Australian Privacy Principles contained in the *Privacy Act 1988*.

For information on the institutional environment of the ABS, including the legislative obligations of the ABS, financing and governance arrangements, and mechanisms for scrutiny of ABS operations, please see ABS Institutional Environment.

RELEVANCE

This publication provides data on the number and nature of jobs, the people who hold them, and their employers. This can be used to understand regional labour markets, or to identify the impact of major changes in local communities. It also provides new insights into the number of jobs people hold, the duration of jobs, and the industries and employment income of concurrent jobs.

The scope of this data includes individuals who submitted an individual tax return to the ATO, individuals who had a PAYG payment summary issued by an employer, and their employers.

Data conform as closely as possible to ABS Income Standards.

Data is presented according to the geography of the Australian Statistical Geography Standard (ASGS), covering Statistical Area Level 2 (SA2), Statistical Area Level 3 (SA3), Statistical Area Level 4 (SA4), Greater Capital City Statistical Area (GCCSA), state/territory, and Australia.

TIMELINESS

The ABS receives tax data from the ATO approximately 16 months after the end of the financial year. This data then requires processing time to construct BLADE and to produce a coherent and clean persons dataset. These factors contribute to the long delay between the end of the financial year and the publication of statistics from the LEED.

Because taxation data may be submitted to the ATO after the ITR cut-off date, it may not be available at the time the ATO provides data to the ABS and is only added in future provisions. As such, annual data in the LEED can become more complete over time. This is estimated to have a slightly greater impact on the self-employed population than on the larger employee and employer populations, and a negligible impact overall.

ACCURACY

Jobs in Australia is subject to the following sources of error:

- Conceptual misalignment. The Australian tax system is purpose-built and complex, and in some cases it is difficult to determine how a particular income tax item should be used to describe income standards, and in some cases the item can be a partial conceptual match. While all care is taken, some income items are subject to this type of validity error. Coherence with other sources indicates

that this has a low impact on aggregate series.

- Measurement error. This is likely to be present in both person and business information used. Most measurement error is unable to be determined or corrected; however, coherence with other similar statistics demonstrates that this has a low impact on aggregate series.
- Incomplete information. Over half of owner manager of unincorporated enterprise (OMUE) jobs are in businesses for which complete information is not available. Occupation is missing or unable to be determined for approximately 21% of employed persons. While no bias has been detected in missing occupation information, a very slight bias has been detected in relation to OMUEs with missing industry. Information appears to be missing for a slightly higher proportion of OMUEs in Agriculture relative to OMUEs in other industries. The ABS advises caution when interpreting data subject to high rates of missing information.

The data in this publication has been perturbed to ensure confidentiality. This has a negligible impact on accuracy.

Jobs in Australia has an open revisions policy.

COHERENCE

There are differences between Jobs in Australia statistics and similar statistics produced by the ABS. When compared to other ABS sources, the number of jobs, the number of employed persons, and median employment income in this publication may differ due to:

- differences in the concepts, scope and methodology used in the LEED and those used in household and business surveys.
- the LEED containing a combination of administrative data collected for taxation purposes from both individuals and businesses, whereas other ABS data sources are compiled for the explicit purpose of producing statistics.
- unreported cash in hand payments, which are excluded from the LEED but may be included in household and business surveys.
- the LEED including information relating to the whole financial year, rather than a particular point in time.

The job counts in this publication differ from the filled job estimates in the Australian Labour Account (cat. no. 6150.0.55.003). Most significantly, the Labour Account is a stock measure, while the LEED includes information relating to all jobs throughout the entire financial year, including jobs of short duration. The Labour Account also differs in that it is a compiled account. The numbers of filled jobs are sourced from business and household surveys, ABS business register information, defence force information, child workers information and estimates from the ABS Labour Force Survey for contributing family workers. The number of jobs in the LEED is compiled only from Personal Income Tax data.

Some changes to personal income derivations have been made since the publication of similar statistics in Estimates of Personal Income for Small Areas (cat. no. 6524.0.55.002). This will result in minor differences between the two publications. Differences in underlying data treatments may also have a minor impact.

INTERPRETABILITY

Job counts refer to all job relationships identified within the financial year and therefore don't reflect a single point-in-time measure. The explanatory notes and glossary for this publication provide further information that can help to interpret these statistics.

ACCESSIBILITY

A TableBuilder product using the LEED, and the variables described in this publication is expected to be available for public access (via subscription service) by March 2019. For more information about Jobs in Australia or accessing the LEED, please contact us online or phone us on 1300 135 070.

